



INSIGHT



THE MACH READ

'Gym in a Bag' available
to civilians at fitness fairs

The Health and Wellness Center and Fitness Center will conduct another series of traveling fitness fairs to distribute "Gym in a Bag" kits to civilian employees.

The bag contains a Versa-Tube, effective for performing a variety of strength and fitness exercises, and a Versa-O, effective for shaping legs and improving overall upper and lower body strength. Additionally, the kit will contain exercise instructions for each type of tubing and a work-out log to track progress. The Versa-Tube and the Versa-O provide effective resistance training without stepping foot in a gym.

Three-hundred "Gym in a Bag" kits will be available at the following locations:

- Tuesday, 1 to 4 p.m., Flight line Building 125, between docks 3 and 4
- July 15, 9 a.m. to 1 p.m., Old Gymnasium

Participants enrolled in the "Walk into Wellness" Walking Campaign who have completed their 100 miles may turn in their log sheets to earn their pedometer. Those who have not completed their 100 miles may sign out the pedometer for another three months or turn it back in.

— Laurel Jacobs

MPF customer service
will be open July 16

The 78th Mission Support Squadron Military Personnel Flight's Customer Service Section will be open Saturday, July 16 from 9 a.m. - noon. Services offered include Common Access Cards, Dependent and Retired Military IDs.

Hunting Area D permit
holders due refund

The lease on Hunting Area D has expired and the Air Force determined that a license could be entered into by the landowner and the individuals wishing to hunt in this area. The newly proposed license was prepared by the Base Legal Office and is presently under review by the landowner. Contingent that the landowner agrees with the conditions of the license and signs the required documents, the 78th Services Division will be able to reopen Hunting Area D. We apologize for this inconvenience and will refund customers that have already paid for their license. For more information, call outdoor recreation at 926-4001.

Learning in motion

Program helps civilians further their careers

By HOLLY L. BIRCHFIELD
holly.birchfield@robins.af.mil

The Air Force Institute of Technology's Education with Industry program is giving Air Force military and civil service employees a lesson in how private industry management works.

The internship program gives military members with the rank of first lieutenant through major, and Air Force general schedule employees with the rank of GS-12 through 14, a chance to work with one of 18 companies in 15 states.

During military members' 10-month internship and Air Force civilians' one-year internship, participants get the opportunity to learn management skills that could further their careers.

Thea Hlavaty, a 542nd Combat Sustainment Wing Materiel Management analyst here, is currently an intern with Ohio-based Modern Technology Corporation's local office, and said the program gives people like herself a flip-side view of the business world.

"(Interns) work for private industry to learn the other side of business - private industry," she said. "You actually get involved in proposal development, contract awards, program execution, contract close out and all the functions related to that. It really gives you experience working with management for

► see CIVILIANS, 2A



Arlen Dale, production manager, assists EWI intern Thea Hlavaty as she measures a safety arming panel for a MH-53M Pave Low helicopter to make sure the dimensions meet specifications.

U.S. Air Force photo by SUE SAPP

Robins safety team digs up root causes

By DAMIAN HOUSMAN
Center Public Affairs

A team looking into safety issues at Robins has uncovered root causes it hopes will help the Center achieve a culture where safety is everyone's responsibility.

The Safety Root Cause Analysis Team, lead by Joe Harrison, 402nd Maintenance Wing quality assurance and process improvement chief, and Lt. Col. Dan Mokris, Center safety office director,

looked closely at the 715 safety related-issues identified by the Focused Augmentation Risk Reduction Team during their work here in late 2004.

The FARR team submitted its findings early this year as part of the Center's Operation Risk Reduction. The team bundled those issues into 15 main areas of concern, and safety was at the top of its list.

"What the FARR Team found was that supervisors were either not seeing the problems, or if they did see them they were

ignoring (the problems)," said Mr. Harrison. "There was a culture of acceptance of unacceptable risk. Even worse, people who knew proper safety procedures when they arrived were corrupted by the culture of risk-taking here."

Mr. Harrison said this applied to both civilian and military employees.

The team also determined there is no structured training for civilian workers here

► see SAFETY, 2A

AFAS gives active-duty military spouses chance at nursing career

By HOLLY L. BIRCHFIELD
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WHAT TO KNOW

The Air Force Aid Society will provide free certified nursing assistant training for 15 active-duty military spouses through Middle Georgia Technical College. Registration begins today and runs through July 28.

For more information, contact the Family Support Center at 926-1256 or visit the FSC office in Building 794 at 725 Ninth Street.

► see CAREER, 2A



U.S. Air Force photo by SUE SAPP
Chief Master Sgt. Billy Doolittle, 78th Air Base Wing command chief master sergeant, and Col. Allen Benefield, 78th Mission Support Group commander, help paint the Honor Guard building June 29.

Quality of life funding makes building's facelift possible

By HOLLY L. BIRCHFIELD
holly.birchfield@robins.af.mil

HOW TO HELP

A group known for being sharp dressers is working hard to give their work environment the same image.

Twenty-six members of Robins' Honor Guard, a group of active-duty and active Guard Airmen charged with performing military funeral honors and honor guard at base events, recently began a two-week renovation project on Building 364. Renovations include new carpet, paint and furniture, said Chief Master Sgt. Gary Scott, Honor Guard program manager.

For more information on how to volunteer for the project, contact Master Sgt. Gary Scott at 926-9775.

"We're doing a self-help project to repaint the building and replace the carpet," he said. "This is a high visibility area, so, we want to make it look the best it can."

The nearly \$5,000 project, being done by honor guard, Airman Leadership School, First Term Airman Center and other

► see FACELIFT, 2A

THINK SAFETY

AIRMEN AGAINST DRUNK DRIVING
To request a ride, call
335-5218, 335-5238 or 335-5236.

SLOW DOWN ► 394 speeding tickets have been issued to date. Accumulating 12 traffic violation points within a year may cause drivers to lose base driving privileges for up to 6 months. Speeding violation points are based on the number of miles over the posted speed limit.

WEATHER FORECAST Courtesy of 78th OSS/OSW

TODAY
92/74



SATURDAY
92/74



SUNDAY
90/75



FACELIFT

Continued from 1A

Airmen, is part of an Air Force Materiel Command initiative to improve Airmen’s quality of life.

Chief Master Sgt. Billy Doolittle, 78th Air Base Wing command chief master sergeant, said the project is also part of Robins’ on-going efforts to improve the base.

“Last year, we were fortunate enough to purchase furniture for them with end-of-the-year fall out money,” he said. “We wanted to replace the carpet, paint the walls and put tile in the (entrance area), which will obviously make it a much better working environment.”

Chief Master Sgt. Henry Jones, 78th Mission Support Group superintendent, agreed.

“I believe that the Honor Guard serves as ambassadors of the Air Force,” he said. “They are the premiere military image we send out to the community. As such, the renovation in the honor guard building is certainly going to move toward giving them a facility just as first class as the exceptional duty they perform.”



U.S. Air Force photo by SUE SAPP

Airman 1st Class Ty Smith paints around a mural at the honor guard building.

CIVILIANS

Continued from 1A

future leadership roles.”

Ms. Hlavaty, who learned about the training opportunity through the Logistics Civilian Career Enhancement Program here, said she has gained valuable experience through the program.

“It’s really a great opportunity,” she said. “From the government side, it gives you an overall view of what the government is doing. From the private industry side, it shows you how contractors support the government.”

And while Phil Ferguson, 542nd CSW Materiel Management Home Office chief, has temporarily lost an employee to the program, he said the benefits outweigh the inconvenience.

“It takes sacrifice to do without an employee (and temporarily replace her), but we feel like it’s a worthwhile investment, for both the employee and the government,” he said. “Maj. Gen. (Mike) Collings has reemphasized that training and education are top priorities. So, we’re looking for ways to help employees do that - and this program does.”

Paulette Lemons, a 542nd

Electronic Warfare Sustainment Group supervisor and logistics management specialist, is interning with the Boeing Company, and said the program is helping her become a more valuable employee.

“I’ve learned so much that it’s unreal,” she said. “It really is one of the best career enhancement cross-training (opportunities) that I’ve ever had.”

The GS-14 employee, who manages more than 50 people in her work area at Robins, said the program provides students with a greater appreciation of private industry’s operations.

“It has provided me with a lot of qualities and abilities to effectively manage and be a better leader,” she said. “It will provide me with a better understanding of management methods. Now, (I can compare how) private industry works versus how Robins works.”

Military and civilian participants incur a three-year service commitment in return for the training. Capt. Demetrius Brown, EWI Graduate Education Division chief, said the time he spent as an EWI intern is something he would never trade.

“The program educates the

WHAT TO KNOW

Education with Industry is an internship program that gives Air Force military members with the rank of first lieutenant through major and Air Force general schedule employees with the rank of GS-12 through 14 the chance to learn about private industry management methods. Military members intern for 10 months, while Air Force civilians intern for one year. Both military and civilians incur a three-year service commitment upon completion of the program. For more information, visit <http://ci.afit.edu/ewi/default.asp>.

individual on the processes and best practices of industry (commercial and defense companies),” he said.

Captain Brown said students receive on-the-job education, experience and exposure to a civilian work environment that’s not available through formal training classes.

More than 5,000 military and civilian employees have graduated from the Air Force Instituted Technologies training program since its inception in 1947.

SAFETY

Continued from 1A

as there is for active duty Air Force personnel. That was true not only for maintenance workers, but also for those assigned to the safety office. That had an impact on the validity of safety inspections and also in accident investigation. When inspectors and investigators don’t have the required training, Mr. Harrison said, these vital processes suffer from accuracy and lack of follow up. This led to problems or risks that were repeatedly identified but were never properly fixed.

“In the distant past, safety office people requested TDY training which wasn’t approved,” said Mr. Harrison. “They didn’t get the training they needed.”

That is also true for supervisors throughout the Center.

“Out of 40 hours of training given to new supervisors, just one hour was devoted to safety.”

Selection, training and use of unit safety representatives also came under scrutiny.

“The safety reps were hired by supervisors who didn’t know what those reps were supposed to do,” said Mr. Harrison. “The selection process was flawed, the safety office wasn’t consulted and the reps never got the training to do their jobs.”

Safety reps were assigned to their own groups, which is counter to Air Force policy. “Unit safety reps should be accountable to the wing, not their individual group,” Mr. Harrison said.

The safety RCAT is the first of 16 teams to report its findings to the Center Executive Council

which is made up of the Center’s most senior leaders. All RCATs are scheduled to complete their work by August, according to Bob Reynolds, Operation Risk Reduction team leader. Each team not only defines what the root problems are in their assigned area, but they also develop corrective courses of action. Each problem pointed out by the safety RCAT, for example, contains proposed solutions. Changes in the areas of culture, training and leadership are the primary focus of their recommendations.

Mr. Harrison doesn’t believe the situation at Robins is unique or worse than elsewhere.

“Robins is the probably similar to the other air logistics centers and some operational wings,” he said. “All have similar problems. We must stay current in safety.”

FITNESS

Continued from 1A

us the healthier the work force, the more productive we are. Knowing that we share a common goal, it makes sense to sit down and put our heads together to figure out how we can partner and learn from each other.”

During their visit the representatives from Mail Handlers talked with clients and answered questions about coverage. They toured members’ work areas to see what they do and where they do it. They also met with the IPT and General Collings.

The invitation to the carriers is just one of the many initiatives the IPT has worked.

“Our civilian physical fitness IPT was established in August 2004 in response to the Headquarters’ (Air Force Materiel Command) commitment to physical fitness,” said Ms. Jacobs. “On a bi-weekly basis we meet and put into action a plan for our civilian work force.”

The team, which is made up of representatives of the various wings, staff offices and other organizations, as well as Local American Federation of Government Employees 987,

has initiated walking tracks, education articles, the expansion of the stretch and flex program to non-maintenance areas, a walking campaign with nearly 1,000 participants, Gyms in a Bag, traveling fitness fairs and increased civilian memberships at the fitness center.

A look ahead

General Collings has recently announced plans for a new fitness center which will be located in Building 301. The 43,000-square-foot facility will include a running track, basketball court, aerobics and exercise area and lockers and showers for 200 men and 200 women.

“This is a very exciting option as we have a large concentration of civilian employees in the 300, 301 area. Collocating a fitness center in this area will help folks be able to take advantage of additional fitness opportunities,” said Ms. Jacobs.

The Air Force Materiel Command physical fitness program implemented here March 14 which grants full-time, appropriated fund civilians up to three hours per week of physical fitness activity on duty time is also an encouraging factor.

Another encouraging factor for the overall fitness program is

the marketing of the activities.

“Our activities are geared toward people of all fitness levels,” said Ms. Jacobs. “Through programs such as the walking campaign and Gym in a Bag, we’re not just sending people to the gym.”

She said they’ve seen a steady increase in the number of excused absence hours per pay period since the three hours of fitness leave was initiated in March.

“That’s how it’s coded on time cards, so we know people are using it,” she said.

The 402nd Maintenance Wing has also caught the fitness bug.

Maintenance Wing representatives have established a wellness test program where they take 80 employees from the C-5 production area, bus them to the fitness center and allow them to use their memberships. They are given baseline medical assessments including height, weight, blood pressure and cholesterol. Every six months they will be given evaluations to see progress.

“The goal is to take a small controlled group of individuals to get tangible data relative to fitness participation,” said Ms. Jacobs.

CAREER

Continued from 1A

“It gives them another avenue for job placement,” he said. “It gives them a way to be out in the public (and do a job they can do almost anywhere).”

AFAS will provide the necessary equipment, textbooks, CPR training and liability insurance spouses need for classroom and hands-on clinical training.

Participants must hold a high school or GED diploma and test negative for tuberculosis at the local health department.

“Middle Georgia Technical College has been doing this training for a while, and we’re just latching on to what they already have,” said Gene Kirkland, an FSC community readiness consultant. “From the information we’ve gathered, we find that there is a need for people with this training. So, we cer-

tainly anticipate that these 15 people will be employed and contribute to their quality of life.”

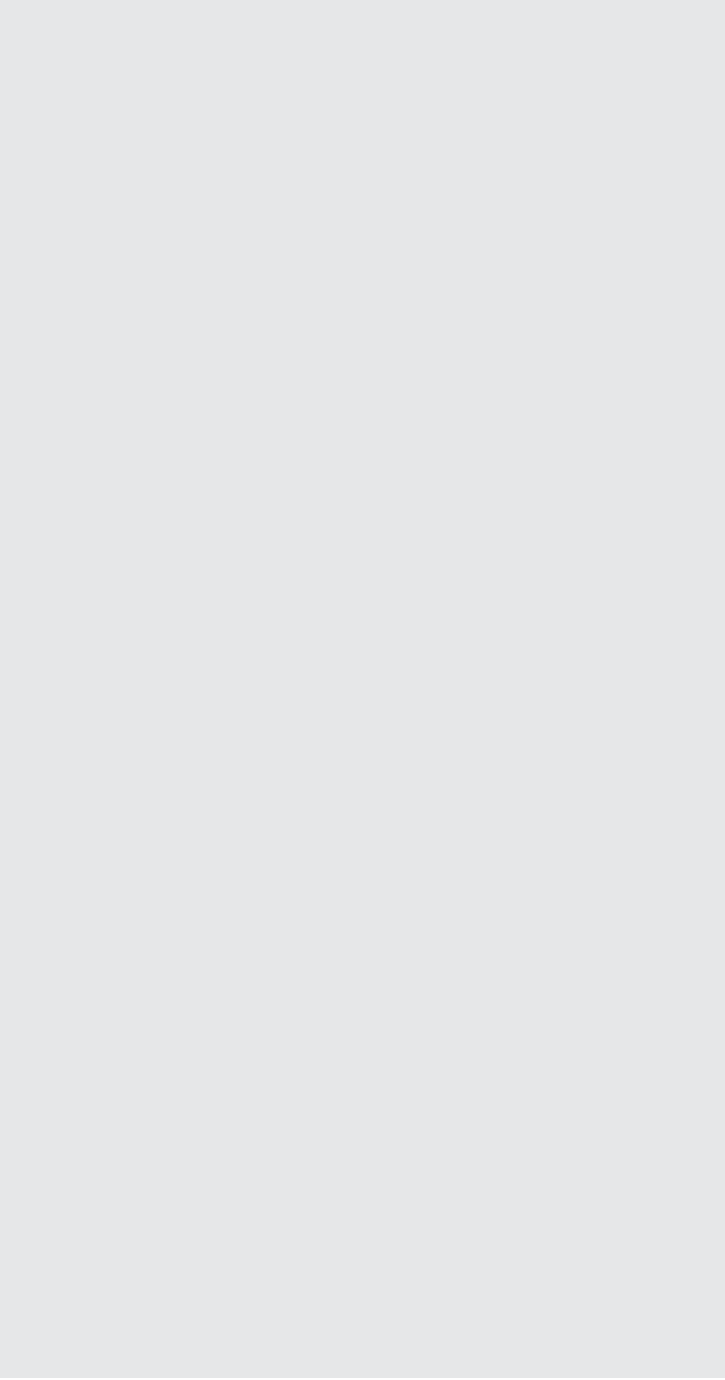
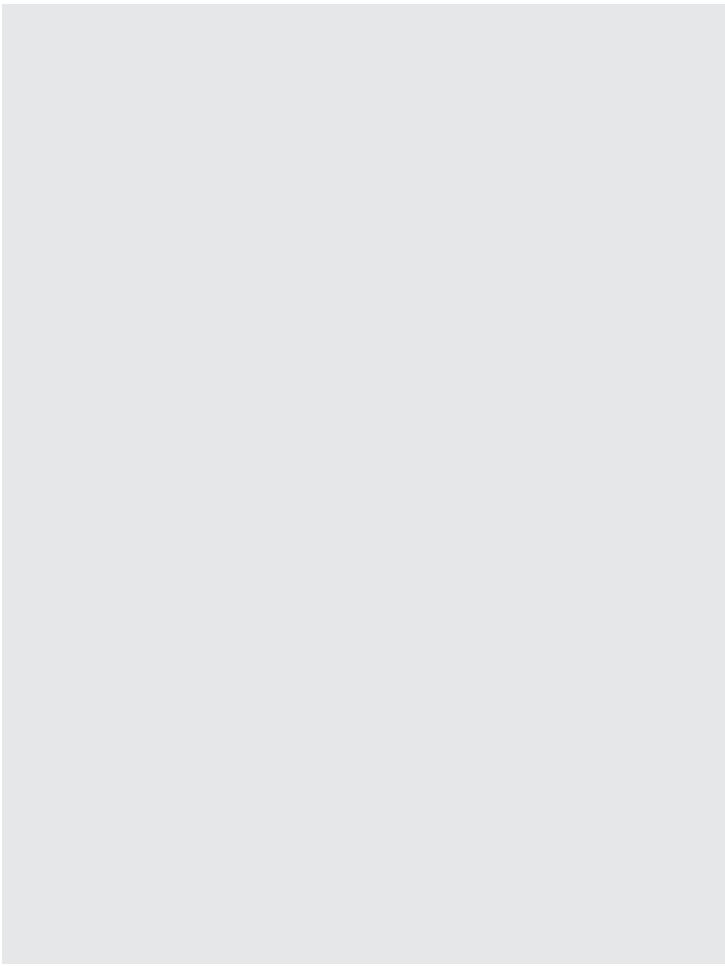
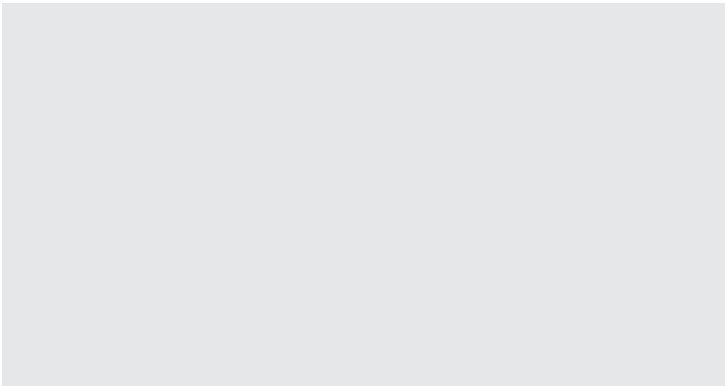
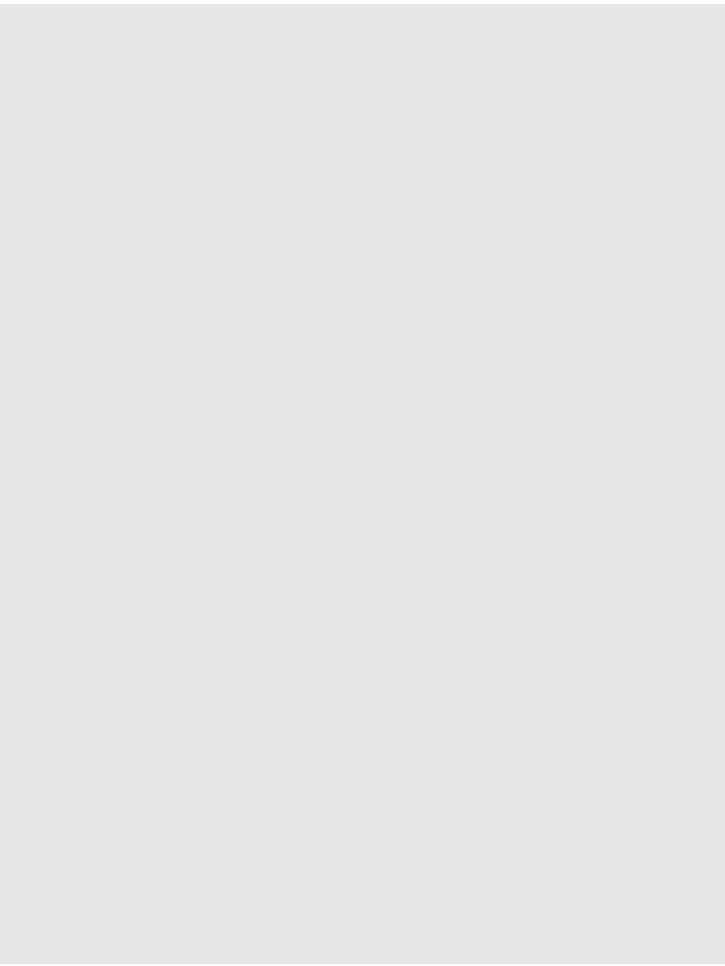
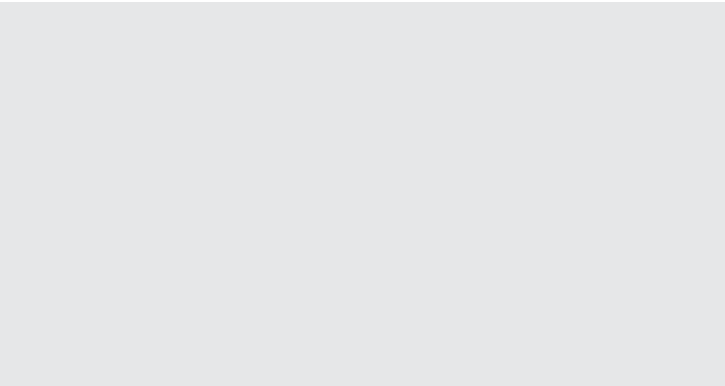
Jim Newton, MGTC Economic Development Program vice president, said the program should open a lot of doors for spouses.

“The allied health area is really booming, so getting training in any kind of nursing program puts people in a good position to get a job.”

“It has provided me with a lot of qualities and abilities to effectively manage and be a better leader.”

Paulette Lemons

542nd Electronic Warfare Sustainment Group supervisor and logistics management specialist



AF changes fitness test criteria

By STAFF SGT. C. TODD LOPEZ
Air Force Print News

WASHINGTON – Air Force officials are making a few changes to the physical fitness test used to assess the fitness of Airmen.

In January 2004, the Air Force underwent a major change in the way it looked at fitness. As part of the Fit to Fight program, the service adopted a more stringent physical fitness assessment that measures aerobic fitness, physical strength/endurance and body composition.

Now, 18 months into the program, senior leaders are ready to tweak the assessment to make it even better, said Lt. Gen. (Dr.) George Peach Taylor Jr., Air Force surgeon general.

“We have gotten together a group of scientists and done surveys asking folks if they like the assessment and are there issues with it,” Dr. Taylor said. “This last year we brought an update to Corona and are now in the middle of updating a few changes to the Air Force instruction that defines the fitness evaluation.”

Updates to AFI 10-248 will include a change in how body composition is measured, a new table for the running portion of the test that takes into account the runner’s elevation, and a change in the number of days an Airman must wait before retesting after having scored in the marginal category.

Under the original fitness evaluation, body composition scores were based on abdominal circumference only. The updated AFI will now direct that body composition also be measured using body mass index.

BMI is calculated by dividing weight in pounds by height in inches squared, and multiplying the result by 703. According to the Centers for Disease Control and Prevention, those with a BMI between 18.5 and 24.9 are considered to be normal. Those with a BMI of 25 or above are considered overweight.

Under the updated AFI, Airmen with a BMI of less than 25 will earn the full 30 points for body composition. For Airmen who score a BMI 25 and above, Dr. Taylor said the results of the waist measurement would be used to calculate their test score.

“That will still be an important measure of their health,” he said. “Waist measure is closely related to increased risk for metabolic syndrome, diabetes, hypertension and heart disease. Fat distribution is the critical indicator, as opposed to weight.”

For those who score marginal, between 70 and 74.9 points, the Air Force plans to correct the time to retest at 90 days; currently, retest for marginal category is 180 days. This will be consis-

THE CHANGES

Updates to AFI 10-248 will include:
►**How body composition is measured.**
Under the original fitness evaluation, body composition scores were based on abdominal circumference only. The updated AFI will now direct that body composition also be measured using body mass index.

►**New table for the running portion of the test that takes into account the runner's elevation.**
Changes to the AFI will also include adjustment for those at high-altitude installations. This applies to those at installations with an elevation of 5,000 feet or greater.

►**The number of days an Airman must wait before retesting after having scored in the marginal category.**

Changes to the AFI are expected to be made by late August or early September.

tent with the retest time for poor scores, those less than 70.

Changes to the AFI will also include adjustment for those at high-altitude installations. This applies to those at installations with an elevation of 5,000 feet or greater, Dr. Taylor said.

“We’ll use the formula for altitude calculations recommended by the National Collegiate Athletic Association,” he said.

The Air Force continues to look at ways to improve the fitness evaluation and remains committed to the Fit to Fight program, Dr. Taylor said, because the program has proven successful.

“Participation at fitness centers is up 30 percent now,” he said. “And if you go to the field, like in Iraq or Afghanistan, you will find a continued focus on health.”

The assessment is not the focus of the fitness program, but a tool to assess the commander’s fitness training program.

“I want to make very clear that my focus is not on passing a fitness test once a year,” said Gen. John P. Jumper, Air Force chief of staff, in his Oct. 17, 2003, Chief’s Sight Picture. “More important, we are changing the culture of the Air Force. This is about our preparedness to deploy and fight. It’s about warriors. It is about instilling an expectation that makes fitness a daily standard – an essential part of your service.”

Dr. Taylor said he hopes the changes to the AFI will be made by late August or early September.

Senate confirms Gen. Moseley as next CSAF

SAN ANTONIO – The Senate has confirmed Gen. T. Michael Moseley as the next chief of staff of the Air Force. He is the current Air Force vice chief of staff.

General Moseley met with members of the Senate Armed Services Committee June 29 during his confirmation hearing. Following the approval of the committee, his nomination was forwarded to the full Senate which approved the nomination just before adjourning for the Fourth of July holiday.

During the hearing he said his priorities would be to further refine and improve joint warfighting skills, continue to strengthen the Air Force's greatest asset – its people – and to recapitalize the aging aircraft fleet to meet future warfighting needs.

General Moseley is a command pilot with more than 2,800 hours in the T-37 Tweet,



U.S. Air Force photo by MASTER SGT. JIM VARHEGYI
WASHINGTON – Gen. T. Michael Moseley, Air Force vice chief of staff, talks to a group of congressional, industry and senior Air Force leaders during an Air Force Defense Strategy and Transformation Seminar here Feb. 9.

T-38 Talon and F-15 Eagle. He is a graduate of Texas A&M University where he earned both a bachelor's and a master's degree in political science. Besides holding numerous operational assignments, he commanded U.S. Central

– Air Force Print News

Healthy Start School Screenings begin July 23

The 78th Medical Group, 78th Security Forces Squadron, and the Robins School System will sponsor Healthy Start School Screenings (formerly known as Operation Save A Child) for the 2005-2006 school year.

Georgia and the Department of Defense require all new students entering the school system to have hearing, vision and dental screenings, as well as needed immunizations. A team

of health care providers and the Security Forces' Crime Prevention Unit will be available to provide the following services for eligible dependents of active duty and retired personnel: ID cards and fingerprinting, dental, vision, hearing, scoliosis screenings; height, weight, and blood pressure measurements and immunizations.

There will also be a visit from McGruff, the crime pre-

vention dog, and Alex the Alligator, 78th Dental Squadron mascot.

The schedule is as follows: New Houston County schools students – July 23 and Aug. 20, 9 a.m.-noon, 78th Medical Clinic, Building 700A

New Robins Elementary School students – Sept. 7, 9 a.m.-3 p.m., Robins Elementary School.

– From staff reports



U.S. Air Force photo by MASTER SGT. MAURICE HESSEL
ALI BASE, Iraq -- Michael L. Dominguez, acting secretary of the Air Force, speaks with Master Sgt. Lloyd Hesseltine during a visit here June 29. Mr. Dominguez told Airmen the importance of the U.S. military's mission in Iraq and what the future image of an Air Force warfighter will look like. Sergeant Hesseltine is assigned to the 777th Expeditionary Aircraft Maintenance Squadron.

Dominguez talks about present course in Iraq, future for Airmen

ALI BASE, Iraq (AFPN) – During the acting secretary of the Air Force’s visit here June 29, he said part of the reason he came was to pass on a message.

“I want to let you know how deeply appreciated your service is by the men and women of the United States,” Michael L. Dominguez said. “There is a debate in our country about where we are going in Iraq, how long we’ll be here and if we should have a deadline on operations here.

“That is a healthy part of our democracy at work, but don’t think for a minute that Americans don’t support our men and women in uniform,” he said, adding that only one outcome is definitive in his mind.

“What is clear and certain is this air base will be a part of a free, sovereign, democratic and prosperous Iraq, because of what you’ve achieved here today,” he said.

As in past wars, he said this battle is not without its risks.

“Iraq is a dangerous place still,” Mr. Dominguez said. “The enemy is wily, crafty, tenacious, imaginative ... if you can image the worst possible traits in the enemy – you got it.”

Mr. Dominguez said he wished he had a crystal ball to tell Airmen where they would possibly deploy in the future, but said there is one thing he knows for sure.

“The enemy we fight today is global and stateless ... and that global nature is a challenge,” he said. “We will go to where states are struggling to control what’s happening inside their borders.”

To take the fight to the enemy, he said Airmen will have to think outside the box of traditional mission environments of the past.

“The future of the Air Force is expeditionary,” Mr. Dominguez said. “It’s joint, and it’s working

with the coalition and a lot of (joint endeavors among various governmental departments).

“You must continue to transform into an expeditionary force, and that’s not just an air and space expeditionary force mentality,” he said. “That’s a whole new mindset. It means changing all your systems, processes and practices to think expeditionary.”

He said it also means Airmen will have to learn new skills that traditionally were shouldered by their sister service counterparts in the past.

“You’ll be in some ugly places in terms of the security environment,” Mr. Dominguez said. “We must continue creating Airmen who are comfortable with combat skills.

“In an expeditionary Air Force, the battle is right here, and you’ll need to pick up that rifle and engage,” he said.

On the flip side of necessary force, he said, is the power of communication.

“Every Airman is an ambassador,” he said. “You interface with the men and women of Iraq. You can either help us or set us back by months or years.”

It is a privilege and responsibility all servicemembers are aware of worldwide, he said, but asked Airmen to recognize the stakes are higher here.

“We are liberators, not conquerors,” he said. “We are here to help create a nation that allows their countrymen to stand up and face the terror their under every day.”

American servicemembers deployed far from home are monumentally tasked with helping a nation of people struggle from underneath the weight of oppression – to gain their own freedom and independence.

“We are here to find a way to help them celebrate their achievements,” Mr. Dominguez said.

Enlisted Quarterly Assignment Listing available Tuesday

RANDOLPH AIR FORCE BASE, Texas – The Enlisted Quarterly Assignment Listing for Airmen returning from overseas and continental United States mandatory movers from November through January 2006 will be available Tuesday.

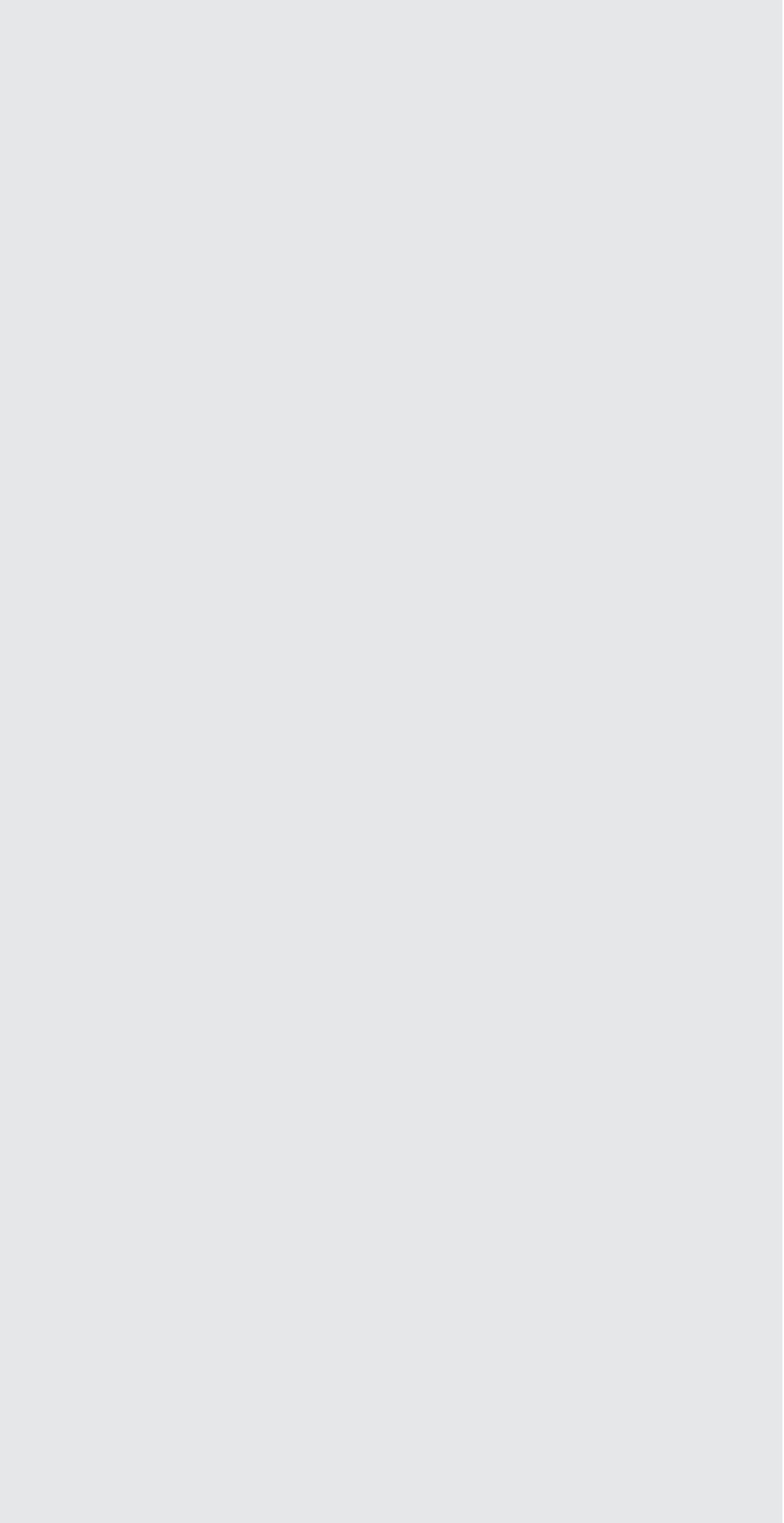
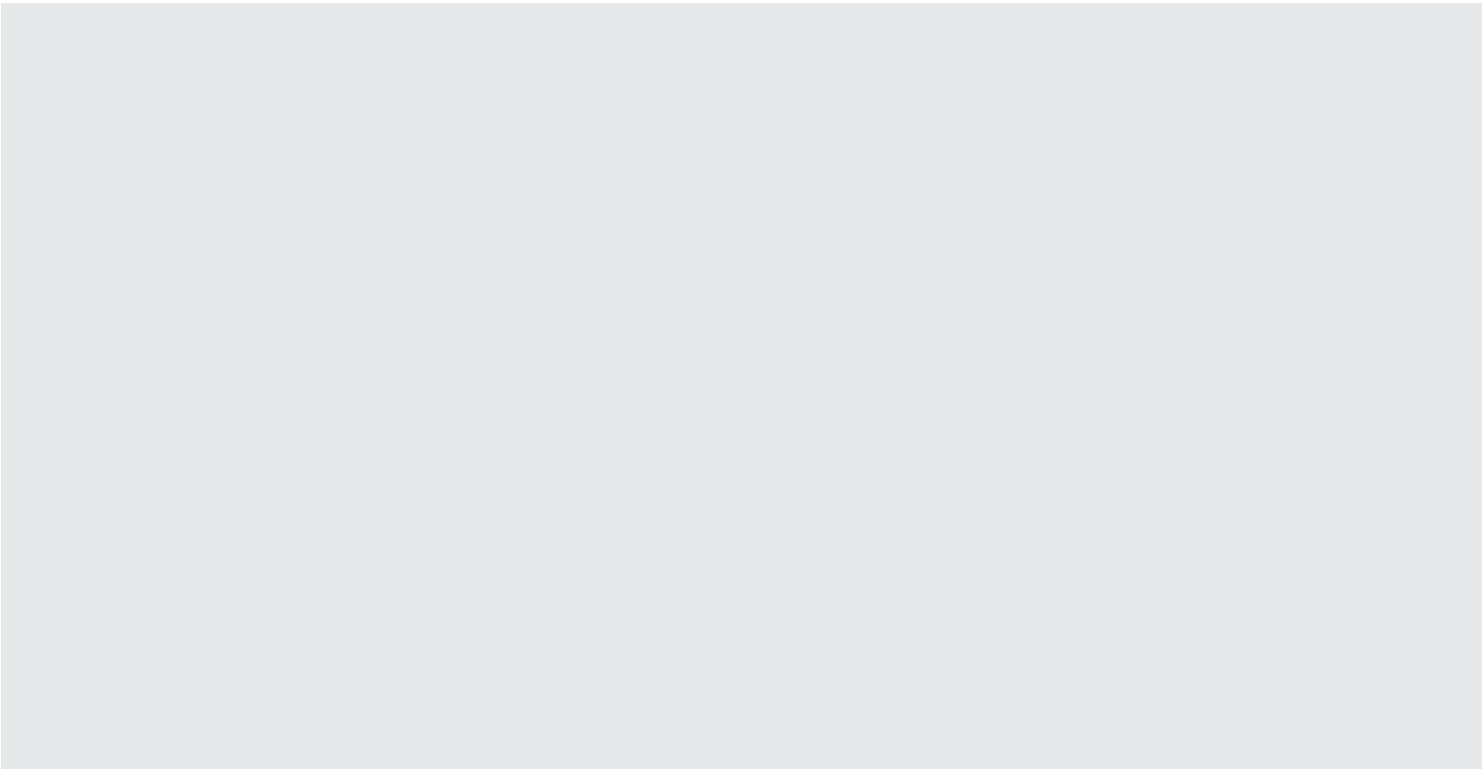
Airmen will be notified of their selection

by mid-August, Air Force Personnel Center officials here said.

EQUAL advertises upcoming assignment requirements by specialty and rank. Airmen should review, prioritize and update their assignment preferences based on the EQUAL list, officials said.

Airmen can view the lists by logging into the restricted Assignment Management System online at <https://afas.afpc.randolph.af.mil/amsweb/master.cfm> or visiting their local MPFs.

– *Air Force Print News*



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Editorial content is edited, prepared and provided by the 78th Air Base Wing Office of Public Affairs at Robins Air Force Base, Ga. All photographs are Air Force photographs unless otherwise indicated. Stories and briefs must be submitted as a Word document. They may not exceed two pages, double spaced. They must be typed using the Times New Roman font, 12-point type, with 1-inch margins. All submissions will be edited to conform to Associated Press style. Submission does not guarantee publication. Submissions must be received by 4 p.m. the Monday prior to the requested Friday publication. They should be e-mailed to vance.janes@robins.af.mil and courtney copied to angela.trunzo@robins.af.mil. Submissions should be of broad interest to the base populace. If there are further questions, call the editor at (478) 222-0804.

DELIVERY

The Robins Rev-Up is published 50 times a year on Fridays, except when a holiday occurs during the middle or latter part of the week and the last two Fridays of the year. To report delivery issues, call Geoff Janes at (478) 222-0804.

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U.S. Air Force photo by TECH. SGT. BRIAN DAVIDSON

Honoring freedom

BAGHDAD, Iraq -- From left, Staff Sgt. Aldrin Saguin, Tech. Sgt. Joseph Romero and Staff Sgt. Steve Gutierrez fold the flag during a retreat ceremony here celebrating Independence Day. The Airmen are honor guard members and are assigned to the 447th Expeditionary Civil Engineer Squadron here. They are deployed from Kadena Air Base, Japan.

Motorcycling – like flying a combat sortie

PETERSON AFB, Colo. – On June 20, the Air Force lost two of its warriors. One was General Bernard Schriever, age 94; the other was Airman First Class Justin Souza, age 21. Most of us know what General Schriever did for our Air Force; none of us will ever know what Airman Souza could have done for our Air Force. General Schriever died peacefully at his home, surrounded by loved ones. Airman Souza died alone - far from his loved ones. On a two-lane blacktop he died from massive head and chest injuries after slamming his motorcycle head-on into a van that pulled out in front of him.

We don’t know what went through Airman Souza’s mind seconds before impact. It was a clear day, open road, good visibility. He was wearing the right personal protective equipment, and according to friends, not likely exceeding the posted speed limit. Justin probably saw the van pull up to the stop

sign ahead on his left. He may have assumed the driver saw him approaching. She says she didn’t. When she unexpectedly drove in front of him, Justin had no formal motorcycle training and less than 60 days of experience to help his brain tell his hands and feet what to do.

We’ll never know if Justin could have avoided or survived the crash. The odds against him were staggering. Motorcyclists are 26 times more likely to die and 5 times more likely to get injured in a crash than automobile drivers. Wearing helmets reduces the risk of motorcycle deaths by 37 percent and risk of fatal head injury by 40 percent. But even with the right equipment, you still need skills to beat the odds.

Lt. Gen. Daniel P. Leaf, AFSPC vice commander and avid motorcyclist, says riding is like flying a combat sortie. To survive, you have to have the right training and equipment; you have to continually practice your skills; and you have to be ready to take evasive action. Airman Souza was not prepared for his “combat sortie.”

If you’re a new rider, sign up for a Motorcycle Safety Foundation course before you take off on that new bike. The same goes for returning riders; you need to relearn good habits before you reenter the sport. If you’re unsure where to start, ask your squadron commander or first shirt. Even if they don’t personally ride, they will tell you where to get the necessary training - that’s their job. Other sources can include the squadron motorcycle rep, the base motorcycle club or the wing safety office. Whether you intend to ride on or off base, MSF training is a must; it could save your life.

After you’ve passed the basic MSF course and have a few thousand miles under your belt, take an MSF experienced rider’s course to hone your skills. They’re lots of fun and loaded with challenging scenarios that could improve your odds of survival. But don’t stop there. Continually practice your skills. Find an empty parking lot and practice panic stops, evasive maneuvers, tight turns and other skills that might save your life. At the start of any ride, take it easy on the throttle and turns until you and the bike are one.

Motorcycling is lots of fun - the sights, the smells, the sounds, the freedom of the open road. But dangers lurk at every turn, at every intersection, on every road surface, from every fixed or moving object, motorized or otherwise. So improve your odds. Wear your PPE; get trained; continually practice your skills; and live to ride another day.

This commentary was written by Col. Christopher Hale, Air Force Space Command Safety Office.



Col. Greg Patterson
78th Air Base Wing commander

Commander’s
Action Line

Action Line is an open door program for Robins Air Force Base personnel to ask questions, make suggestions or give kudos to make Robins a better place to work and live.

Remember that the most efficient and effective way to resolve a problem or complaint is to directly contact the organization responsible: Security Forces 327-3445; Services Division 926-5491; EEO Office 926-2131; MEO 926-6608; Employee Relations 926-5802; Military Pay 926-3777; IDEA 926-2536; Base hospital 327-7850; Civil engineering 926-5657; Public Affairs 926-2137; Safety Office 926-6271; Fraud, Waste and Abuse hotline 926-2393; Housing Office 926-3776. This gives the organization a chance to help you, as well as a chance to improve their processes.

To contact the Action Line, call 926-2886 or for the quickest response, e-mail one of the following addresses: If sending from a military e-mail system select, Robins Commanders Action Line from the Global Address List. If sending from a commercial e-mail account, use action.line@robins.af.mil. Readers can also visit https://www.mil.robins.af.mil/actionline.htm. Please include your name and a way of reaching you so we can provide a direct response.

Action Line items of general interest to the Robins community will be printed in the Robins Rev-Up. Anonymous action lines will not be processed.

Civilians’ spouses use
of the gym

The current policy for the use of the Fitness Center by civilians is limited to Defense Department civilians. Now that health and fitness is being stressed for the well-being of the work force, has any thought been given to the idea of allowing the spouses of civilians access to the center? My point being, if spouses are allowed it would make going to the gym more attractive. Even if the hours were later in the day to alleviate peak attendance or if attendance was limited to certain days of the week when normal attendance is low, this practice might entice more people to exercise and produce a healthier work force.

Commander’s reply: Thank you for sharing your concern. You are most certainly correct, good health and fitness are being stressed for the well-being for our work force and war fighters. Since the implementation of "Fit to Fight" by the Air Force Chief of Staff and the Civilian PT program, the use of the Fitness Center has increased 50 percent. Air Force regulations require that active duty members and their families have priority over other users. To ensure we don’t displace active duty members, we have to control the number of civilians allowed to use the Fitness Center. Unfortunately, we just don’t have the capacity to allow the family members of our civilian users to have access as well. Our priority will be to continue to increase capacity for base civilians who desire access. If we reach a point when all civilians who desire access are accommodated, then we will gladly work to extend the privilege to family members. Meanwhile, civilian family members can take advantage of our 5K trail, outdoor track, walking trail and have access to massage therapy.

NSPS survey gives employees a chance to make their voices heard

Editor’s note: The ‘Dear Roz’ question and answer feature will return next week.

The Department of Defense has developed a survey for all General Schedule employees that allows input into the development of the new Performance Management system.

Center employees have the opportunity to submit their input for the system design that may govern their performance through the rest of their careers.

The survey dates are July 6-20. Employees can access the survey link through the Robins NSPS web page at https://afkm.wpafb.af.mil/ASPs/CoP/OpenCoP.asp?Filter=OO-DP-WR-05.

The reason it is important for employees to participate in the survey is that the DoD is considering whether or not to adopt competencies in lieu of using a system similar to the current Air Force system, that is the use of Core documents that contain duty descriptions, for evaluation purposes.

The Government Accountability Office has published numerous reports that advocate competency-based performance management systems. The GAO consistently reports that high-performing organizations use competencies as a key part of evaluating individual contributions to organizational results. Competencies define the skills and supporting behaviors that individuals are expected to demonstrate and can provide a fuller picture of an individual’s performance.

Core competencies applied organization-wide can help reinforce employee behaviors and actions that support the organization’s mission, goals, and values and can provide a consistent message to employees about how they are expected to achieve results.

An example of competencies in actual use is the Air Force’s Acquisition Demonstration project. Within AcqDemo, six competencies, or factors, are applied to all employees.

Those factors are: problem solving, teamwork and cooperation, customer relations, leadership and supervision, communications and resource management. To further refine the system, AcqDemo

uses discriminators and descriptors for each career path and pay band. Discriminators define each factor. An example of discriminators for problem solving would include: scope of responsibility, creativity, complexity, and independence.

Descriptors identify contributions by pay band. A descriptor for problem solving at one pay band level is “resolves routine problems within established guidelines,” and at a higher pay band level, a descriptor is “anticipates problems, develops sound solutions and action plans to ensure program or mission accomplishment.”

There are numerous other examples of competency-based systems in both private and public sector organizations that use similar approaches. The immediate need for Center employees is to be aware that DoD may adopt such a system and to participate in the DoD-wide survey that is underway -The survey is intended for General Schedule employees, supervisors, and managers. Information concerning NSPS-related changes to the Federal Wage System employees is currently not available.

Military justice

During the period of June 27 through July 3, no members of Robins Air Force Base received nonjudicial punishment under Article 15 of the Uniform Code of Military Justice.

There were no administrative discharges under the rapid airman discharge program for this time period.

– 78th Air Base Wing Legal Office



U.S. Air Force photos by SUE SAPP
Bob Bovitch, right, gives Mike Jones a Vietnam vet bumper sticker June 29.

Vietnam Vets get welcome home

By LANORRIS ASKEW
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The Base Restaurant’s private dining room has seen dozens of special functions and guests of honor, but June 29, it welcomed nearly a dozen “warriors” who received what Bob Bovitch called “a long overdue welcome home.”

“The purpose of this event was to give a long overdue welcome home to fellow brothers and sisters in arms and to let them know we are here as a support group,” said Mr. Bovitch one of the initial founders and current member of the Warner Robins Vietnam Veterans of America Chapter 902. “We also did it as a way to bring about some kind of closure for the Vietnam veterans and to let them know that they are welcomed home and that we are inspired that they are here.”

Mr. Bovitch, who along with other members of the chapter hosted the special celebration,



Jo Sehorn, wife of a former Vietnam POW, retired Brig. Gen. Jim Sehorn, speaks at the Vietnam veterans welcome home.

welcomed members of Team Robins who are also Vietnam veterans with warm thoughts and thanks.

Recently returning from a Vietnam Memorial welcome home tribute in Branson, Mo., he said he thought the luncheon would be a wonderful tribute to

his fellow veterans.

“The luncheon was completely informal because we wanted them to be able to come in and relax and socialize and not feel pressured,” he said. “We wanted to thank them and let them know that we are here to help in any way that we can.”

The special guest speaker was Jo Sehorn, wife of retired Brig. Gen. Jim Sehorn, former Vietnam POW.

“It is an honor to speak to any group of veterans, but especially to Vietnam veterans,” she said. “You should be proud. It’s hard to say that it took 30 plus years to say it, but welcome home and thank you.”

That thank you and other words of encouragement brought smiles to many faces.

“This has done a lot of good,” said John Prince who served in Vietnam for two years. “It brings back a lot of personal feelings about the war and what we went through, but it also feels good to be finally welcomed home.”

Each of the veterans were given a wooden coin called a “round to it” to carry in their pockets. On one side of the coin is the phrase “welcome home.” The other read “Georgia State Council Vietnam Vets of America.” They also received a bumper sticker.

“I’ve wanted to do something like this since I joined the chapter,” said Mr. Bovitch. “I am very happy that we were finally able to make it happen.”

“This has done a lot of good. It brings back a lot of personal feelings about the war and what we went through, but it also feels good to be finally welcomed home.”

John Prince
served in Vietnam for two years



A Vietnam veteran’s hat.